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STAFF RULES

RULES 301.1 TO 312.6 GOVERNING APPOINTMENTS FOR SERVICE OF A LIMITED DURATION

SECRETARY-GENERAL'S BULLETIN

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ST/SGB/Staff Rules/3/Rev.5
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SECRETARY-GENERAL'S BULLETIN

To: Members of the staff

Subject: STAFF RULES APPLICABLE TO SERVICE OF A LIMITED DURATION

1. Staff rules 301.1 to 312.6, which are applicable to staff members specifically engaged for short-term service and assignments of limited duration are hereby issued in a revised edition with effect from 1 January 1994.

2. The previous edition of these rules (ST/SGB/Staff Rules/3/Rev.4) was issued on 25 August 1987. This revision is intended to enable the Organization to respond rapidly and flexibly to the increased demand for short-term assistance in a variety of situations. The revised 300 series of the Staff Rules provides for the appointment of staff members engaged for activities of a limited duration (referred to for convenience as LD appointments), including peace-keeping and peacemaking, technical cooperation, humanitarian and emergency operations, in addition to the traditional six-month appointments of staff for language and other conference services (referred to as ST appointments). A number of rules have thus been adapted in consistency with the purposes indicated above. The provisions on travel arrangements have been revised and renumbered, in the interest of clarity.

3. Articles 8, 97, 100, 101 and 105 of the Charter of the United Nations, which relate to service of the staff, are included in the introductory part of the edition of the Staff Rules.

4. This edition supersedes Secretary-General's bulletin ST/SGB/Staff Rules/3/Rev.4.

Boutros BOUTROS-GHALI
Secretary-General

SCOPE AND PURPOSE OF THE 300 SERIES OF STAFF RULES

The 300 series of Staff Rules is applicable to staff members recruited specifically to meet special needs of the United Nations for services of a limited duration. The Rules provide for two types of non-career appointment:

(a) Short-term (ST) appointments, for a period not exceeding six months. The purposes for which such appointments may be made are for assistance in dealing with peak workloads or meeting unforeseen demands, to cover essential work which, as a result of vacancies or absences for mission service, cannot be performed by regular staff; and to provide services for conferences and other short-term purposes;

(b) Appointments for activities of a limited duration (LD appointments), including peace-keeping, peacemaking and humanitarian missions, technical cooperation in the field and other emergency operations. Such appointments are intended for assignments expected to last between three months and three years, with a possibility of extension, exceptionally, for a fourth and final year. Under no circumstances will an extension beyond four years be granted.

These Rules are to be read in conjunction with the Staff Regulations of the United Nations, which are enacted by the General Assembly. The Staff Regulations embody the fundamental conditions of service and the basic rights, duties and obligations of the United Nations Secretariat.

The Secretary-General, as the Chief Administrative Officer, provides and enforces such Staff Rules, consistent with the principles expressed in the Staff Regulations, as he considers necessary.

Rules 301.1 through 312.6 are numbered to show their relationship with the articles of the Staff Regulations. Thus rule 301.3 deals with a subject covered by article I of the Regulations; rule 306.2 deals with a subject covered by article VI of the Regulations; and rule 312.1 deals with a subject covered by article XII of the Regulations.

The articles of the Staff Regulations are:

Article		Rules
I	Duties, obligations and privileges	301.1-301.5
II	Classification of posts and staff	
III	Salaries and related allowances	303.1-303.6
IV	Appointment and promotion	304.1-304.7
V	Annual and special leave	305.1-305.2
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CHARTER OF THE UNITED NATIONS

Provisions relating to service of the staff

Article 8

The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs.

Article 97

The Secretariat shall comprise a Secretary-General and such staff as the Organization may require. The Secretary-General shall be appointed by the General Assembly upon the recommendation of the Security Council. He shall be the chief administrative officer of the Organization.

Article 100

1. In the performance of their duties the Secretary-General and the staff shall not seek or receive instructions from any Government or from any other authority external to the Organization. They shall refrain from any action which might reflect on their position as international officials responsible only to the Organization.

2. Each Member of the United Nations undertakes to respect the exclusively international character of the responsibilities of the Secretary-General and the staff and not to seek to influence them in the discharge of their responsibilities.

Article 101

1. The staff shall be appointed by the Secretary-General under regulations established by the General Assembly.

2. Appropriate staffs shall be permanently assigned to the Economic and Social Council, the Trusteeship Council, and, as required, to other organs of the United Nations. These staffs shall form a part of the Secretariat.

3. The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible.

Article 105

1. The Organization shall enjoy in the territory of each of its Members such privileges and immunities as are necessary for the fulfilment of its purposes.

2. Representatives of the Members of the United Nations and officials of the Organization shall similarly enjoy such privileges and immunities as are necessary for the independent exercise of their functions in connection with the Organization.

3. The General Assembly may make recommendations with a view to determining the details of the application of paragraphs 1 and 2 of this Article or may propose conventions to the Members of the United Nations for this purpose.

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STAFF RULES 301.1-312.6
GOVERNING APPOINTMENTS FOR SERVICE OF A LIMITED DURATION

Rule 301.1

APPLICABILITY

(a) Staff rules 301.1 through 312.6 are applicable to staff members:

(i) Specifically engaged on short-term (ST) appointments for conference and other short-term service for a period not exceeding six consecutive months, at all duty stations where separate rules for such staff have not otherwise been established;

(ii) Specifically recruited on limited duration (LD) appointments for activities of a limited duration expected to last between three months and three years, including peace-keeping and peacemaking, humanitarian, technical cooperation and emergency operations.

(b) The Secretary-General may establish special conditions of employment applicable to short-term language staff at the Professional level on specific assignments.

Rule 301.2

HOURS OF WORK AND OFFICIAL HOLIDAYS

(a) The Secretary-General shall set the normal working hours for each duty station and notify the staff of these hours. Exceptions may be made by the Secretary-General as the needs of the service may require.

(b) A staff member shall be required to work beyond the normal tour of duty whenever requested to do so.

(c) The Secretary-General shall set the official holidays for each duty station and notify the staff of these holidays.

Rule 301.3

NON-ACCEPTANCE OF ANY HONOUR, DECORATION, FAVOUR, GIFT OR REMUNERATION FROM OUTSIDE SOURCES

(a) No staff member shall accept any honour, decoration, favour, gift or remuneration from an external source without first obtaining the approval of the Secretary-General.

(b) Approval shall not be granted if the honour, decoration, favour, gift or remuneration is from a Government, excepting for decorations for war service earned before appointment.

(c) If the honour, decoration, favour, gift or remuneration is from a non-governmental source, approval shall be granted only in exceptional cases and where such acceptance is not incompatible with the terms of staff regulation 1.2 or with the individual's status as an international civil servant.

(d) The provisions of paragraphs (b) and (c) above do not preclude approval of the acceptance of:

(i) Academic awards;

(ii) Reimbursement of travel and subsistence expenses for activities otherwise authorized;

(iii) Tokens of a commemorative or honourary character, such as scrolls or trophies.

Rule 301.4

OUTSIDE ACTIVITIES AND INTERESTS

(a) Staff members shall not engage in any continuous or recurring outside occupation or employment without the prior approval of the Secretary-General.

(b) No staff member may be actively associated with the management of, or hold a financial interest in, any business concern if it were possible for the staff member to benefit from such association or financial interest by reason of his or her official position with the United Nations.

(c) A staff member who has occasion to deal in his or her official capacity with any matter involving a business concern in which he or she holds a financial interest shall disclose the measure of that interest to the Secretary-General.

(d) The mere holding of shares in a company shall not constitute a financial interest within the meaning of this rule unless such holding constitutes a substantial control.

(e) Staff members shall not, except in the course of official duties or with the prior approval of the Secretary-General, perform any one of the following acts, if such act relates to the purposes, activities, or interests of the United Nations:

(i) Issue statements to the press, radio or other agencies of public information;

(ii) Accept speaking engagements;

(iii) Take part in film, theatre, radio or television productions;

(iv) Submit articles, books or other material for publication.

Rule 301.5

MEMBERSHIP IN POLITICAL PARTIES AND POLITICAL ACTIVITIES

(a) Membership in a political party is permitted provided that such membership does not entail action, or obligation to action, contrary to staff regulation 1.7. The payment of normal financial contributions shall not be construed as an activity contrary to staff regulation 1.7.

(b) In any case of doubt as to the interpretation of application of staff regulation 1.7 and the present rule, the staff member concerned shall request a ruling from the Secretary-General.

Rule 303.1

SALARIES

(a) The Secretary-General shall set the salary rates for each duty station for staff members appointed under these rules as follows:

(i) For staff recruited for conference and other short-term service under rule 301.1 (a) (i) (ST appointments), in appendix A;

(ii) For staff recruited specifically for service of a limited duration, under rule 301.1 (a) (ii) (LD appointments), in appendix C.

(b) Salaries and emoluments of staff appointed under these rules shall be subject to the staff assessment plan under the conditions specified in staff regulation 3.3 and paragraph (c) of this rule.

(c) Staff appointed under these rules at the Professional level and above shall be governed by the rates of the staff assessment for staff without dependants specified in staff regulations 3.3 (b) (i). All other short-term staff shall be governed by the rates set forth in staff regulation 3.3 (b) (ii).

Rule 303.2

OVERTIME, COMPENSATORY TIME OFF AND NIGHT DIFFERENTIAL

Conditions for the granting of compensatory time off or for the payment of overtime or night differential at each duty station shall be set by the Secretary-General.

Rule 303.3

RETROACTIVITY OF PAYMENTS

A staff member who has not received any payment to which he or she is entitled shall not receive such payment unless the staff member makes claim in writing within one year from the date on which he or she would have been entitled to the payment.

Rule 303.4

DEPENDENCY ALLOWANCES

Staff members appointed under these rules shall not be eligible for dependency allowances.

Rule 303.5

DEDUCTIONS AND CONTRIBUTIONS

(a) Staff assessment, at the rates and subject to the conditions prescribed in staff regulation 3.3 and rule 303.1, shall be deducted each pay period from the total payments due to each staff member.

(b) The Secretary-General may make deductions from payments due from the United Nations for indebtedness to the United Nations or to third parties, for lodging provided by the United Nations, by a Government or by a related institution, or for contributions for which provision is made under these rules.

Rule 303.6

SALARY ADVANCES

Salary advances may be made to staff members appointed under these rules:

(a) In cases where staff members do not receive their regular pay cheque through no fault of their own, in the amount due;

(b) In cases where new staff members arrive without sufficient funds, in such amounts as the Secretary-General may deem appropriate.

Rule 304.1

LETTER OF APPOINTMENT

The letter of appointment granted to every staff member contains expressly or by reference all the terms and conditions of employment. All contractual entitlements of staff members are strictly limited to those contained expressly or by reference in their letters of appointment.

Rule 304.2

EFFECTIVE DATE OF APPOINTMENT

(a) The appointment of a staff member on short-term (ST) appointment shall take effect from the date on which the staff member starts to perform his or her duties, provided that this date may be adjusted in the case of a non-locally recruited staff member to include all or part of the period spent in travel by a route and mode of transportation approved in the staff member's case by the Secretary-General.

(b) The appointment of staff engaged for activities of a limited duration under staff rule 301.1 (a) (ii) (LD appointment) shall take effect from the date on which the staff member enters into official travel status to assume his or her duties, or, if no official travel is involved, from the date on which the staff member starts to perform his or her duties.

Rule 304.3

NOTIFICATION BY STAFF MEMBERS AND OBLIGATION TO SUPPLY INFORMATION

(a) Staff members appointed under these rules shall be responsible for supplying the Secretary-General with whatever information may be required for the purpose of determining their status under the Staff Regulations and Staff Rules or of completing administrative arrangements in connection with their appointments. Specifically, this requirement shall include information on nationality, passport and visa, marital status, dependency status and designation of beneficiary, and concerning any financial interest the staff member may hold in any business concern with which he or she may have to deal as a staff member.

(b) Staff members shall be responsible also for promptly notifying the Secretary-General, in writing, of any subsequent changes affecting their status under the Staff Regulations and Staff Rules.

(c) A staff member who is arrested, charged with an offence other than a minor traffic violation or summoned before a Court as a defendant in a criminal proceeding or convicted, fined or imprisoned for any offence other than a minor traffic violation shall immediately report the fact to the Secretary-General.

Rule 304.4

TEMPORARY APPOINTMENTS

(a) All appointments under these rules are temporary appointments for a fixed term, the period of which is specified in the letter of appointment. Appointments, granted under these rules, may be terminated prior to their expiration dates in accordance with the provisions of rule 309.1. Appointments under these rules carry no expectancy of renewal or of conversion to any other type of appointments.

(b) Appointments under staff rule 301.1 (a) (ii) (LD appointments) may be granted for a period not exceeding three years, subject to renewal, exceptionally, for a final period of one year.

Rule 304.5

LOCAL AND NON-LOCAL RECRUITMENT

(a) Staff members appointed under these rules who have been recruited in the country of the duty station shall be regarded as local recruits. They shall be eligible for the salary rate applicable to local recruits, but not for payment of travel expenses upon appointment or on separation other than as provided under paragraph (c) below.

(b) Staff members appointed under these rules who have been recruited outside the country of the duty station shall be regarded as non-local recruits. They shall be eligible for the salary rate applicable to non-local recruits and for payment of travel expenses upon appointments and separation, in accordance with these rules.

(c) A staff member recruited within the country of the duty station may nevertheless be regarded as non-locally recruited if, in the opinion of the Secretary-General, the staff member's normal place of residence at the time of recruitment and the nature of the post for which he or she has been recruited so warrant. Such a staff member shall be eligible for payment of salary at the rates applicable to non-local recruits and for payment of transportation expenses only as determined by the Secretary-General in each case.

Rule 304.6

FAMILY RELATIONSHIPS

(a) Except where another person equally well-qualified cannot be recruited, appointment shall not normally be granted to a person who bears any of the following relationships to a staff member: father, mother, son, daughter, brother, or sister.

(b) The husband or wife of a staff member may be appointed provided that he or she is fully qualified for the post for which he or she is being considered and that the spouse is not given any preference by virtue of the relationship to the staff member.

(c) Staff members who bear any of the relationships specified in paragraphs (a) and (b) above shall not be assigned to serve in the same department if one of the posts is subordinate to the other in the line of authority.

(d) If two staff members marry, the benefits and entitlements which accrue to them shall be modified as provided in the relevant staff rules; their appointment status shall not, however, be affected.

Rule 304.7

MEDICAL EXAMINATION

(a) Staff members may be required from time to time to satisfy the United Nations Medical Officer, by medical examination, that they are free from any ailment likely to impair the health of others.

(b) Staff members may also be required to undergo such medical examinations and receive such inoculations as may be required by the United Nations Medical Officer, within three months of initial appointment under rule 301.1 (a) (ii), or before they go on or after they return from official travel on behalf of the Organization.

Rule 305.1

ANNUAL LEAVE

(a) Staff members recruited in accordance with staff rule 301.1 (a) (i) (ST appointments) shall not be eligible for annual leave.

(b) The Secretary-General shall set terms and conditions under which annual leave may be allowed to staff members specifically recruited for service of limited duration under staff rule 301.1 (a) (ii) (LD appointments).

Rule 305.2

SPECIAL LEAVE

Staff members appointed under these rules may be granted special leave, with full or partial pay or without pay, for compelling reasons for such period as the Secretary-General may deem appropriate in the circumstances.

Rule 306.1

JOINT STAFF PENSION FUND

Staff members appointed under these rules, who meet the requirements of article 21 of the Regulations of the United Nations Joint Staff Pension Fund, shall become participants in the Joint Staff Pension Fund, provided that participation is not excluded by the terms of their appointment. The pensionable remuneration for staff members who become participants in the Pension Fund shall be set out in appendix A to these Rules.

Rule 306.2

SICK LEAVE

Staff members appointed under these rules who are incapacitated from the performance of their duties by illness or injury or whose attendance is prevented by public health requirements will be granted sick leave in accordance with the following provisions:

(a) All sick leave must be approved on behalf of the Secretary-General;

(b) Entitlement to sick leave shall be subject to a maximum rate of two working days for each full month of continuous service. Subject to the conditions provided in this rule, sick leave credits will be available at any time during service; however, should separation occur before the expiration date of the appointment, sick leave credits will be recalculated on the basis of the actual period of service;

(c) Staff members shall be responsible for informing their supervisors as soon as possible of absences due to illness or injury. Where practicable they should, before absenting themselves, report to the United Nations Medical Officer;

(d) A staff member may be required to submit a medical certificate or to undergo examination by a medical practitioner named by the Secretary-General before his or her request for sick leave is granted. Any absence of more than two consecutive working days must be supported by a medical certificate in all cases. After a staff member has taken periods of non-certified sick leave totalling three working days within any period of six months of continuous service, any further absence from duty within that period shall either be supported by a medical certificate or charged as special leave without pay.

Rule 306.3

MEDICAL INSURANCE

(a) Staff members engaged under rule 301.1 (a) (i) may participate in a United Nations medical insurance scheme under conditions established by the Secretary-General.

(b) Staff members engaged under rule 301.1 (a) (ii) shall participate in a medical insurance scheme under conditions established by the Secretary-General unless specifically exempted from such participation. The United Nations shall not be responsible for the medical expenses of staff members who are exempted from participation in a medical insurance scheme provided by the United Nations except in accordance with the provisions of staff rule 306.4 on compensation for death, injury or other disability attributable to service.

Rule 306.4

COMPENSATION FOR DEATH, INJURY OR OTHER DISABILITY ATTRIBUTABLE TO SERVICE

Staff members appointed under these rules shall be entitled to compensation in the event of illness, injury or death attributable to the performance of official duties on behalf of the United Nations. The Secretary-General shall decide in each case whether to apply the provisions of appendix D to the Staff Rules, or to offer comparable compensation.

Rule 306.5

COMPENSATION FOR LOSS OF, OR DAMAGE TO, PERSONAL EFFECTS ATTRIBUTABLE TO SERVICE

Staff members appointed under these rules shall be entitled, within the limits and under the conditions established by the Secretary-General, to reasonable compensation in the event of loss or damage to their personal effects determined to be directly attributable to the performance of official duties on behalf of the United Nations.

Rule 307.1

OFFICIAL TRAVEL

The United Nations shall pay the authorized travel expenses of staff members appointed under these rules under the following circumstances:

(a) In respect of non-locally recruited staff members, on appointment and separation;

(b) On official business for the United Nations;

(c) On travel authorized for medical or security reasons or in other appropriate cases, when, in the opinion of the Secretary-General, there are compelling reasons for paying such expenses.

Rule 307.2

AUTHORITY FOR TRAVEL

(a) Before travel is undertaken it shall be authorized in writing. In exceptional cases, staff members may be authorized to travel on oral orders but such oral authorization shall require written confirmation. A staff member shall be personally responsible for ascertaining that he or she has the proper authorization before commencing travel.

(b) Unless the staff member is specifically authorized to make other arrangements, all tickets for transportation involving official travel shall be purchased by the United Nations in advance of the actual travel.

Rule 307.3

EXPENSES FOR TRAVEL

(a) Except as provided in paragraph (c) below, travel expenses shall normally cover the actual cost of transportation on official travel by a route, mode and standard of transportation approved by the Secretary-General, together with terminal expenses at rates and under conditions established by the Secretary-General.

(b) The United Nations shall pay only for transportation and accommodations actually authorized and used. All claims for reimbursement of travel expenses must be supported by receipts.

(c) The Secretary-General may establish a lump-sum arrangement for travel on appointment and separation of staff specifically recruited for service of a limited duration in accordance with rule 301.1 (a) (ii) (LD appointments).

(d) Official travel on behalf of the United Nations, other than travel on appointment or separation as covered by these rules, shall be governed by the corresponding travel rules in the 100 series of Staff Rules.

(e) The Secretary-General may reject any claim for payment or reimbursement of travel expenses which are incurred in contravention of any provision of these rules.

Rule 307.4

SUBSISTENCE ALLOWANCE

(a) A staff member appointed under these rules who is authorized to travel at United Nations expense shall receive an appropriate subsistence allowance in accordance with a schedule of rates established from time to time.

(b) When a non-locally recruited staff member whose salary rate is set forth in section I of appendix A to these rules is assigned to another duty station for two weeks or more and receives a travel subsistence allowance under paragraph (a) above, the net salary of the staff member shall be changed from the non-local rate to the local rate at the first duty station for the duration of the assignment to the other duty station.

Rule 307.5

LOSS OF ENTITLEMENT FOR RETURN TRANSPORTATION

A staff member appointed under these rules who resigns shall not normally be entitled to payment of return travel expenses. The Secretary-General may, however, authorize such payment if there are compelling reasons for so doing.

Rule 307.6

EXCESS BAGGAGE AND UNACCOMPANIED SHIPMENTS

(a) For the purposes of these rules "excess baggage" shall mean baggage in excess of the weight or volume carried without extra charge by transportation companies.

(b) Staff members travelling by air economy class or its equivalent shall be entitled to payment of excess baggage to the extent of the difference between the free baggage allowance by first class and by economy class or its equivalent.

(c) When baggage is carried without charge by one transportation company, but considered as excess by a company furnishing subsequent transportation other than by air, the traveller may be reimbursed for the charges involved provided he or she obtains a statement from the company making the charge that the baggage was considered as excess.

(d) Charges for excess baggage by air, other than those authorized under paragraph (b) above, shall not be reimbursable unless, in the opinion of the Secretary-General, the circumstances under which the staff member is travelling are of a sufficiently exceptional and compelling nature to warrant such reimbursement.

(e) Except as provided in paragraph (f) below, when a staff member appointed under these rules travels at United Nations expense, the Secretary-General may authorize the shipment of personal effects by the most economical means, up to a maximum of 100 kg (220 lb) or 0.6 cubic metres (22 cubic feet), including the weight or volume of packing but excluding crating and lift vans. Where surface shipment is the most economical means of transport, surface shipment shall normally be authorized. However, the conversion to air freight of the whole surface shipment may be authorized on the basis of one half of the weight or volume of the authorized surface entitlement.

(f) In lieu of the arrangements in paragraph (e) above, the Secretary-General may make a lump-sum payment to assist in meeting expenses for shipment of personal effects of staff appointed specifically for service of a limited duration (LD appointments) in accordance with rule 301.1 (a) (ii).

Rule 307.7

INSURANCE

Staff members shall not be reimbursed for the cost of personal accident insurance or of insurance of accompanied personal baggage. However, compensation may be paid in respect of loss or damage to accompanied personal

baggage, in accordance with such arrangements as may be in force under rule 306.5.

Rule 308.1

STAFF RELATIONS

Rule 108.1 on staff representative bodies and rule 108.2 on joint staff-management machinery shall apply to staff members appointed under these rules. Their texts are reproduced in appendix E to these rules.

Rule 309.1

RESIGNATION

(a) A resignation within the meaning of the Staff Regulations is a separation initiated by the staff member.

(b) Unless otherwise specified in their letter of appointment, staff members recruited under these rules shall give written notice of resignation. The following period of notice shall apply:

(i) One week for staff recruited locally on an ST appointment under rule 301.1 (a) (i);

(ii) Two weeks for staff recruited non-locally on an ST appointment under rule 301.1 (a) (i);

(iii) Thirty days for staff recruited on an LD appointment under rule 301.1 (a) (ii).

The Secretary-General may, however, accept resignations on shorter notice.

Rule 309.2

TERMINATION

(a) A termination within the meaning of the Staff Regulations is a separation from service initiated by the Secretary-General, other than summary dismissal for serious misconduct.

(b) The appointment of a staff member appointed under these rules may be terminated at any time if, in the Secretary-General's opinion, such action would be in the interest of the United Nations.

Rule 309.3

NOTICE OF TERMINATION

(a) Staff appointed under these rules whose contracts are to be terminated prior to the specified expiration date shall be given not less than one week's written notice in the case of locally recruited staff members, and two weeks'

written notice in the case of non-locally recruited staff members, or as otherwise provided in the letter of appointment.

(b) In lieu of the notice period, the Secretary-General may authorize compensation calculated on the basis of the salary which the staff member would have received had the date of termination been at the end of the notice period.

Rule 309.4

TERMINATION INDEMNITY

In accordance with paragraph (e) of annex III to the Staff Regulations, staff members appointed under these rules shall not be paid a termination indemnity unless such payment is specified in the letter of appointment.

Rule 309.5

EXPIRATION OF APPOINTMENTS

(a) Appointments under these rules shall expire automatically and without prior notice on the expiration date of the period specified in the letter of appointment.

(b) Separation as a result of the expiration of any such appointment shall not be regarded as a termination within the meaning of the Staff Regulations and Rules.

Rule 309.6

CERTIFICATION OF SERVICE

Any staff member appointed under these rules who so requests shall, on leaving the service of the United Nations, be given a statement relating to the nature of his or her duties and the length of service. On the staff member's written request, the statement shall also refer to the quality of his or her work and official conduct.

Rule 310.1

DISCIPLINARY MEASURES

(a) Failure by a staff member to comply with his or her obligations under the Charter of the United Nations, the Staff Regulations and Staff Rules or other relevant administrative issuances, or to observe the standards of conduct expected of an international civil servant, may amount to unsatisfactory conduct within the meaning of staff regulation 10.2, leading to the institution of disciplinary proceedings and the imposition of disciplinary measures for misconduct.

(b) If an allegation of misconduct is made against a staff member and the Secretary-General so decides, the staff member may be suspended from duty, without prejudice to his or her rights. Such suspension shall be with pay unless, in exceptional circumstances, suspension without pay is appropriate. A

staff member suspended under this paragraph shall be given a written statement of the reason for the suspension.

(c) In any case involving possible disciplinary action, the Secretary-General may refer the matter to a standing Joint Disciplinary Committee, or may establish, on an ad hoc basis, machinery to advise him before any decision is taken.

(d) No disciplinary proceedings may be instituted unless the staff member has been notified of the allegations against him or her, as well as of his or her right to seek the assistance in his or her defence of another staff member or retired staff member, and has been given a reasonable opportunity to respond to these allegations.

(e) Disciplinary measures under these rules may take one or more of the following forms:

(i) Written censure;

(ii) Suspension without pay;

(iii) Fine;

(iv) Separation from service, with or without notice or compensation in lieu of notice;

(v) Summary dismissal.

Rule 311.1

APPEALS

Rule 111.1 on establishment and rule 111.2 on appeals shall apply to staff members appointed under these rules. Their texts are reproduced in appendix E to these rules.

Rule 312.1

AMENDMENT OF STAFF RULES

Subject to regulations 12.1, 12.2, 12.3, 12.4 and 12.5, these rules may be amended by the Secretary-General in a manner consistent with the Staff Regulations.

Rule 312.2

FINANCIAL RESPONSIBILITY

Any staff member may be required to reimburse the United Nations either partially or in full for any financial loss suffered by the United Nations as a result of the staff member's negligence or of his or her having violated any regulation, rule or administrative instruction.

Rule 312.3

LIABILITY INSURANCE

In accordance with General Assembly resolution 22 E (I), staff members who own or drive motor cars shall carry public liability and property damage insurance in an amount adequate to insure them against claims arising from injury or death to other persons or from damage to the property of others caused by their cars.

Rule 312.4

STAFF MEMBER'S BENEFICIARIES

(a) At the time of appointment each staff member shall nominate a beneficiary or beneficiaries in writing in a form prescribed by the Secretary-General. It shall be the responsibility of the staff member to notify the Secretary-General of any revocations or changes of beneficiaries.

(b) In the event of the death of a staff member, all amounts standing to the staff member's credit will be paid to his or her nominated beneficiary or beneficiaries subject to application of the Staff Rules. Such payment shall afford the United Nations a complete release from all further liability in respect to any sum so paid.

(c) If a nominated beneficiary does not survive or if a designation of beneficiary has not been made or has been revoked, the amount standing to the credit of a staff member will, upon the staff member's death, be paid to his or her estate.

Rule 312.5

PROPRIETARY RIGHTS

All rights, including title, copyright and patent rights, in any work performed by a staff member as part of his or her official duties, shall be vested in the United Nations.

Rule 312.6

EFFECTIVE DATE OF STAFF RULES

Except as otherwise indicated and subject always to the provisions of regulations 12.1, 12.2, 12.3, 12.4 and 12.5, staff rules 301.1 through 312.6 shall be effective 1 January 1994. They shall supersede all previous staff rules applicable to staff members specifically engaged on short-term appointment for conference and other short-term service at Headquarters. Any special conditions entered into in an individual letter of appointment will, however, continue to govern the appointment.

Appendix A

SALARY RATES AND PENSIONABLE REMUNERATION FOR CONFERENCE AND OTHER SHORT-TERM STAFF AT HEADQUARTERS UNDER RULE 301.1 (a) (i)

I. Short-term monthly rates for Professional levels at Headquarters, New York a/

(United States dollars)

	Local (effective 1 November 1993)		Non-local b/ (effective 1 March 1993)	
Level	Gross	Net	Gross	Net
D-2	11 384	7 362	12 234	8 213
D-1	10 072	6 655	11 140	7 723
P-5	8 882	5 977	10 158	7 253
P-4	7 309	5 066	8 866	6 623
P-3	5 960	4 274	7 760	6 074
P-2	4 791	3 562	6 810	5 581
P-1	3 645	2 836	5 887	5 078

a/ The Secretary-General may establish appropriate alternative rates for special assignments.

b/ Includes subsistence allowance.

II. Salary rates for translators and revisers a/

(United States dollars)

Daily rates

	Base pay		Effective 1 November 1993 Local recruits salary b/		Effective 1 April 1993 Non-local recruits salary c/, d/	
Translator I	153.10	(99.90)	193.95	(140.75)	190.00	(136.80)
Translator II	192.60	(119.90)	241.44	(168.74)	236.75	(164.05)
Translator III/ Reviser I	232.50	(139.65)	289.33	(196.48)	283.85	(191.00)
Translator IV/ Reviser II	263.20	(154.50)	322.56	(217.55)	320.20	(211.50)
Reviser III	294.00	(169.15)	358.79	(237.97)	356.20	(231.35)

Monthly rates

	Base pay		Effective 1 November 1993 Local recruits salary b/		Effective 1 April 1993 Non-local recruits salary c/, e/	
Translator I	4 121	(2 689)	5 218	(3 786)	5 112	(3 680)
Translator II	5 180	(3 226)	6 494	(4 540)	6 368	(4 414)
Translator III/ Reviser I	6 259	(3 758)	7 791	(5 290)	7 643	(5 142)
Translator IV/ Reviser II	7 079	(4 156)	8 771	(5 848)	8 608	(5 685)
Reviser III	7 912	(4 554)	9 768	(6 410)	9 589	(6 231)

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a/ The term "translators" and "revisers" in this paragraph include, as appropriate, précis writers, verbatim reporters and editors of Official Records and publications.

b/ Including post adjustment.

c/ Including cost-of-living supplement.

d/ In addition, entitled to a daily subsistence allowance of $204.

e/ In addition, entitled to a daily subsistence allowance of $204 for first 30 days, $173 for next 30 days, $135 from the 61st day and $101 from the 121st day.

III. Salary rates for interpreters

Effective 1 August 1992
(United States dollars)

	Daily a/		Monthly b/	
Interpreter I	365.00	(315.00)	9 834.00	(8 479.00)
Interpreter II	234.00	(210.00)	6 293.00	(5 653.00)

a/ In addition, if non-locally recruited, entitled to a daily subsistence allowance of $207.

b/ In addition, if non-locally recruited, entitled to a daily subsistence allowance of $207 for the first 30 days, $176 for the next 30 days, and $138 from the 61st day.

IV. Salary rates for conference and other short-term staff a/

Monthly standard salary rates for General Service, Conference Typists, Security Service and Trades and Crafts at Headquarters, New York b/

Effective 1 October 1993
(United States dollars)

General Service

Level	Local recruits		Non-local recruits c/	
G-7	3 828	(2 917)	6 423	(5 512)
G-6	3 452	(2 641)	6 047	(5 236)
G-5	3 110	(2 389)	5 705	(4 984)
G-4	2 804	(2 162)	5 399	(4 757)
G-3C	2 827	(2 180)	5 422	(4 775)
G-3B	2 727	(2 105)	5 322	(4 700)
G-3A	2 626	(2 031)	5 221	(4 626)
G-3	2 526	(1 956)	5 121	(4 551)
G-2B	2 639	(2 040)	5 234	(4 635)
G-2A	2 458	(1 905)	5 053	(4 500)
G-2	2 277	(1 771)	4 872	(4 366)
G-1	2 052	(1 603)	-	-

Conference Typists only

CT-C	3 029	(2 329)	-	-
CT-B	2 827	(2 180)	5 422	(4 775)
CT-A	2 626	(2 031)	5 221	(4 626)

Security Service

S-3B	4 088	(3 107)
S-3A	3 737	(2 850)
S-2	3 373	(2 582)
S-1	3 009	(2 314)

Trades and Crafts

TC-5	3 857	(2 945)
TC-4	3 588	(2 740)
TC-3	3 309	(2 535)
TC-2	3 031	(2 331)
TC-1	2 753	(2 125)

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a/ The Secretary-General may establish appropriate alternative rates for special assignments.

b/ The net remuneration is shown in parentheses.

c/ The net (or gross) rate for non-local recruits consists of the net (or gross) salary of a local recruit plus a subsistence element of $2,595.

V. Pensionable remuneration for short-term staff

Staff in the Professional and higher categories

(United States dollars per annum)

Level	Effective 1 November 1993
D-2	117 630
D-1	103 712
P-5	92 067
P-4	75 690
P-3	62 019
P-2	50 126
P-1	39 307

Staff in the General Service, Conference Typist, Security Service and Trades and Crafts category

Effective 1 October 1993
(United States dollars per annum)

General Service

Level	
G-7	45 931
G-6	41 423
G-5	37 314
G-4	33 645
G-3C	33 927
G-3B	32 719
G-3A	31 514
G-3	30 314
G-2B	31 666
G-2A	29 497
G-2	27 328
G-1	24 628

Conference Typist

Level	
CT-C	36 343
CT-B	33 927
CT-A	31 514

Security Service

Level	
S-3B	49 056
S-3A	44 839
S-2	40 472
S-1	36 109

Trades and Crafts

Level	
TC-5	46 400
TC-4	43 054
TC-3	39 707
TC-2	36 373
TC-1	33 035

Appendix B

HEADQUARTERS

OVERTIME PAYMENT AND COMPENSATORY TIME OFF FOR SHORT-TERM STAFF

(a) Pursuant to staff rule 303.2, short-term staff members at the General Service or Manual Workers levels who are required to work overtime at Headquarters shall be given compensatory time off or may receive additional payment in accordance with the following provisions:

(i) Overtime at Headquarters means time worked in excess of the scheduled work day or in excess of the scheduled work week or time worked on official holidays, provided that such work has been authorized by the proper authority;

(ii) The scheduled work day at Headquarters means the duration of the working hours in effect at the time on any day of the scheduled work week, less one hour for a meal;

(iii) The scheduled work week at Headquarters consists of the five working days assigned to the staff member during seven consecutive calendar days;

(iv) Compensation shall take the form of an equal amount of compensatory time off for overtime in excess of the scheduled work day up to a total of eight hours of work on the same day. Subject to the exigencies of the service, such compensatory time off may be given at any time during the four months following the month in which the overtime takes place. If, upon separation from service, a staff member has accrued compensatory time off, he or she may be paid in lieu thereof a sum of money corresponding to the net base salary for an equivalent number of hours;

(v) Compensation shall take the form of an additional payment for overtime in excess of a total of eight hours of work in any day of the scheduled work week, or when it takes place on the sixth or seventh day of the scheduled work week;

(vi) Compensation for overtime shall take the form of an additional payment when it takes place on an official holiday, provided that the Secretary-General may require all staff members at Headquarters to work on a holiday that falls during a period of exigency. In that event, the Secretary-General shall set another working day to be observed as the holiday, and the holiday falling during the period of exigency shall be treated as a normal working day;

(vii) a. The additional payment referred to in subparagraph (v) above shall be made at the rate of one-and-one-half times the staff member's net base salary rate, except that if the overtime work takes place on a Sunday or on the seventh day of the scheduled work week, the rate of the additional payment shall be twice the aggregate. In the latter case, overtime which takes place on a Sunday will be subject to compensation at the straight or one-and-one-half time rate, as appropriate;

b. The additional payment referred to in subparagraph (vi) above shall be made at the rate of twice the aggregate of the staff member's net base salary rate;

(viii) Compensation for overtime shall be reckoned to the nearest half hour; casual overtime of less than one half hour on any day during the scheduled work week shall be disregarded. A staff member who is required to work on the sixth or seventh day of the week or on an official holiday shall receive no less than four hours of overtime compensation;

(ix) In the interests of the health of the staff and the efficiency of the service, supervisors shall not require a staff member to work more than 40 hours of overtime during any one month, except where unusual exigencies of the service so require.

(b) Short-term staff members at the Professional level and above who work substantial and recurrent periods of overtime may be granted occasional time off for such periods as the Secretary-General may consider appropriate.

Conditions governing night differential

(a) Pursuant to staff rule 303.2, staff members whose salary rates are set out in section I of appendix A to these rules shall receive, for any regular working hours between 6 p.m. and 9.30 a.m., a night differential at the rate of 10 per cent of their net base salary, provided that no such differential shall be paid for any part of the tour of duty that begins between 6 a.m. and 9.30 a.m.

(b) Payments shall be reckoned to the nearest hour, and work periods of less than one half hour shall not be taken into consideration.

Appendix C

SALARY RATES FOR STAFF SPECIFICALLY RECRUITED FOR SERVICE OF A LIMITED DURATION UNDER RULE 301.1 (a) (ii)

I. Salary rates for staff with appointments of limited duration in the Professional category

(United States dollars per annum)

Level		
D-2	Gross	109 444
	Net	61 183
D-1	Gross	96 315
	Net	55 304
P-5	Gross	84 528
	Net	49 669
P-4	Gross	69 020
	Net	42 103
P-3	Gross	55 753
	Net	35 520
P-2	Gross	44 351
	Net	29 603
P-1	Gross	33 277
	Net	23 565

Recruitment allowance for staff with appointments of limited duration in the Professional category

Level	A	B	C	D	E
	(United States dollars per annum)				
D-2	4 283	8 566	12 848	17 131	21 414
D-1	3 871	7 743	11 614	15 485	19 356
P-5	3 477	6 954	10 431	13 907	17 384
P-4	2 947	5 894	8 842	11 789	14 736
P-3	2 486	4 973	7 459	9 946	12 432
P-2	2 072	4 144	6 217	8 289	10 361
P-1	1 650	3 299	4 949	6 598	8 248

II. Salary rates for staff with appointments of limited duration in the Field Service category

(United States dollars per annum)

Level		
7	Gross	68 519
	Net	41 856
6	Gross	56 185
	Net	35 735
5	Gross	47 253
	Net	31 124
4	Gross	40 653
	Net	27 599
3	Gross	34 949
	Net	24 506
2	Gross	30 203
	Net	21 834
1	Gross	26 173
	Net	19 489

Recruitment allowance for staff with appointments of limited duration in the Field Service category

(United States dollars per annum)

Level	A	B	C	D	E
7	2 930	5 860	8 790	11 720	14 650
6	2 501	5 003	7 504	10 006	12 507
5	2 179	4 357	6 536	8 715	10 893
4	1 932	3 864	5 796	7 728	9 660
3	1 715	3 431	5 146	6 862	8 577
2	1 528	3 057	4 585	6 114	7 642
1	1 364	2 728	4 093	5 457	6 821

Appendix D

RULES GOVERNING COMPENSATION IN THE EVENT OF DEATH, INJURY OR ILLNESS ATTRIBUTABLE TO THE PERFORMANCE OF OFFICIAL DUTIES (ISSUED SEPARATELY AS SECRETARY-GENERAL'S BULLETIN ST/SGB/STAFF RULES/APPENDIX D/REV.1 and AMEND.1)

Appendix E

STAFF RULES 108.1 AND 108.2 AND 111.1 AND 111.2

Chapter VIII

STAFF RELATIONS

Rule 108.1

Staff representative bodies

Definition. The term "staff representative bodies", as used in the present chapter of the Staff Rules, shall be deemed to include staff councils, as referred to in other chapters of the Rules, as well as other corresponding staff representative bodies established in accordance with staff regulation 8.1 (b).

(a) Staff representative bodies shall be established at the following duty stations: Addis Ababa, Baghdad, Bangkok, Geneva, Jerusalem, Nairobi, New York, Santiago and Vienna. Staff representative bodies may also be established at other duty stations, each of which may affiliate with a staff representative body at one of the duty stations specified above. Staff members serving in duty stations where no staff representative body exists may decide to be represented through a staff representative body at one of the specified duty stations.

(b) Each member of the staff may participate in elections to a staff representative body, and all staff serving at a duty station where a staff representative body exists shall be eligible for election to it, subject to any exceptions as may be provided in the electoral regulations drawn up by the staff representative body concerned and meeting the requirements of regulation 8.1 (b).

(c) Polling officers selected by the staff shall conduct the election of the members of each staff representative body, on the basis of the electoral regulations of the staff representative body concerned, in such a way as to ensure the complete secrecy and fairness of the vote. The polling officers shall also conduct other elections of staff members as required by the Staff Regulations or Staff Rules.

(d) The staff representative bodies shall be entitled to effective participation through their duly elected executive committees, in identifying, examining and resolving issues relating to staff welfare, including conditions of work, general conditions of life and other personnel policies, and shall be entitled to make proposals to the Secretary-General on behalf of the staff.

(e) In accordance with the principle of freedom of association, staff members may form and join associations, unions or other groupings. However, formal contact and communication on the matters referred to in paragraph (d) shall be conducted at each duty station through the executive committee of the staff representative body, which shall be the sole and exclusive representative body for such purpose.

(f) General administrative instructions or directives on questions within the scope of paragraph (d) shall be transmitted in advance, unless emergency situations make this impracticable, to the executive committees of the staff

representative bodies concerned for consideration and comment before being placed in effect.

Rule 108.2

Joint staff-management machinery

(a) The joint staff-management machinery provided for in regulation 8.2 shall consist of:

(i) Joint advisory committees or corresponding staff-management bodies, at designated duty stations, normally composed of not less than three and not more than seven staff representatives and an equal number of representatives of the Secretary-General;

(ii) A Secretariat-wide joint staff-management body composed of equal numbers of representatives of the staff and of representatives of the Secretary-General.

(b) The President of the staff-management bodies referred to in paragraph (a) above shall be selected by the Secretary-General from a list proposed by the staff representatives.

(c) Instructions or directives embodying recommendations made by the bodies referred to in paragraph (a) above shall be regarded as having satisfied the requirements of rule 108.1 (d) and (f).

(d) The joint staff-management bodies referred to in paragraph (a) shall establish their own rules and procedures.

(e) The Secretary-General shall designate secretaries of the joint staff-management bodies referred to in paragraph (a) and shall arrange for such services as may be necessary for their proper functioning.

Chapter XI

JOINT APPEALS BOARDS

Rule 111.1

Establishment

(a) Joint appeals boards shall be established in New York, Geneva, Vienna, Nairobi and at such other duty stations as may be designated by the Secretary-General to consider and advise the Secretary-General regarding appeals filed under the terms of staff regulation 11.1.

(b) Each Joint Appeals Board shall be composed of:

(i) Chairpersons appointed by the Secretary-General from among a list presented by the joint staff/management machinery in respect of the staff representative body or bodies at the duty station at which the Board is established;

(ii) Members appointed by the Secretary-General;

(iii) An equal number of members elected by ballot of the staff under the jurisdiction of the Board.

The number of chairpersons and members of each Board shall be determined by the Secretary-General upon recommendation of the joint staff/management machinery in respect of the staff representative body or bodies at the duty station at which the Board is established.

(c) The chairpersons and members of the Joint Appeals Board shall be appointed or elected for two years, shall be eligible for reappointment or re-election and shall remain in office until their successors are appointed or elected.

(d) A chairperson may be removed from a Joint Appeals Board by the Secretary-General upon recommendation of the joint staff/management machinery in respect of the staff representative body or bodies of the duty station at which the Board is established. The members appointed by the Secretary-General may be removed by him. The members elected by the staff may be recalled by a majority vote of the staff under the jurisdiction of the Board concerned, taken at the initiative of any staff representative body at the duty station at which that Board is established.

(e) Each Joint Appeals Board shall establish its own rules of procedure, which shall specify how its presiding officer and, where necessary, any alternate presiding officers shall be selected from among the chairpersons.

(f) Each Joint Appeals Board may, by a majority vote of all its chairpersons and members, recommend to the Secretary-General changes in the present chapter of the Staff Rules.

(g) The secretariat of each Joint Appeals Board shall consist of a secretary and such other staff as may be required for its proper functioning.

Rule 111.2

Appeals

(a) A staff member wishing to appeal an administrative decision, pursuant to staff regulation 11.1, shall, as a first step, address a letter to the Secretary-General, requesting that the administrative decision be reviewed; such a letter must be sent within two months from the date the staff member received notification of the decision in writing.

(i) If the Secretary-General replies to the staff member's letter, he or she may appeal against the answer within one month of the receipt of such reply;

(ii) If the Secretary-General does not reply to the letter within one month in respect of a staff member stationed in New York, or within two months in respect of a staff member stationed elsewhere, the staff member may appeal against the original administrative decision within one month of the expiration of the time-limit specified in this subparagraph for the Secretary-General's reply.

(b) The Secretary-General, in reviewing the administrative decision in question, may, with the consent of the staff member or at the latter's request,

seek the assistance of a chairperson or member of the appropriate Joint Appeals Board, to be designated by its presiding officer, with a view to reaching a conciliatory conclusion of the matter. This procedure is without prejudice to the right of the staff member to pursue an appeal under the provisions of this rule.

(c) Neither a request for administrative review under paragraph (a) above nor the filing of an appeal under paragraph (d) below shall have the effect of suspending action on the contested decision.

(i) However, the staff member concerned may request a suspension of action on such decision by writing to the Secretary of the appropriate Joint Appeals Board under paragraph (d) below. The request shall set forth the relevant facts and indicate how implementation would directly and irreparably injure the staff member's rights;

(ii) Upon receipt of such a request, a panel of the Board shall be promptly constituted, and shall act expeditiously. If the panel, after considering the views of both parties, determines that the decision has not been implemented and that its implementation would result in irreparable injury to the appellant, it may recommend to the Secretary-General the suspension of action on that decision:

a. Until the time-limits specified in paragraphs (a) (i) or (ii) have passed without an appeal having been filed, or

b. If an appeal is filed, until a decision on the appeal is taken;

(iii) The Secretary-General's decision on such a recommendation is not subject to appeal.

(d) An appeal pursuant to paragraph (a) or a request for suspension of action pursuant to paragraph (c) above shall be filed with the Secretary of the appropriate Joint Appeals Board, to be determined as follows:

(i) With respect to staff members serving at a duty station at which a Board has been established or who are administered by organizational units located at such duty station, it shall be the Board;

(ii) With respect to former staff members who last served at a duty station at which a Board has been established or who were administered by organizational units located at such a duty station, it shall be that Board;

(iii) With respect to all other staff members and all other former staff members, it shall be the Board established in New York, provided that the Secretary-General may decide, at the request of the staff member, to refer the appeal to another one of the Boards or to establish an appropriate ad hoc body. Such staff members or former staff members may meet the time-limits specified in paragraphs (a) (i) or (ii) by delivering the requisite submissions within such limits to any office of the United Nations for transmission to the appropriate Board.

(e) (i) For the consideration of each appeal, the presiding officer of the appropriate Joint Appeals Board shall constitute a panel of the Board, composed as follows:

a. A panel chairperson from among the chairpersons of the Board;

b. A member selected from among those appointed by the Secretary-General;

c. A member selected from among those elected by the staff;

(ii) In constituting such panels, the maximum possible rotation of chairpersons and members of the Board shall be observed: the modalities of such rotation shall be specified in the rules of procedure of the Board. No person who has assisted the Secretary-General in a conciliation procedure referred to in paragraph (b) shall serve on a panel established to consider an appeal relating to the same case;

(iii) Before a panel undertakes consideration of an appeal, the parties shall be notified of the proposed composition thereof. The presiding officer of the Board may, at the request of either party, disqualify the chairperson or either member if, in the opinion of the presiding officer, such action is warranted to ensure impartiality. He or she may also excuse the chairperson or either member from serving on the panel;

(iv) Subject to the principles set out in subparagraphs (i) to (iii), the presiding officer of the Board shall fill any vacancies arising on the panel.

(f) An appeal shall not be receivable unless the time-limits specified in paragraph (a) above have been met or have been waived, in exceptional circumstances, by the panel constituted for the appeal.

(g) At the duty station where the appeal is considered, the designated representative of the Secretary-General shall submit a written reply within two months following the date of receipt of the appeal.

(h) Proceedings before a panel shall normally be limited to the original written presentation of the case, together with brief statements and rebuttals, which may be made orally or in writing, in one of the working languages of the Secretariat.

(i) A staff member may arrange to have his or her appeal presented to the panel on his or her behalf by another serving or retired staff member. The staff member may not, however, be represented before the panel by any other person.

(j) Where the competence of the Joint Appeals Board is in doubt, the panel constituted for the appeal shall decide.

(k) In the case of termination or other action on grounds of inefficiency or relative efficiency, the panel shall not consider the substantive question of efficiency but only evidence that the decision was motivated by prejudice or by some other extraneous factor.

(l) The panel shall have authority to call members of the Secretariat who may be able to provide information concerning the issues before it and shall have access to all documents pertinent to the case. Notwithstanding the preceding sentence, should the panel wish to have information or documents

relating to the proceedings of the appointment and promotion bodies in questions involving appointment and promotion, it shall request such information or documents from the Chairperson of the Appointment and Promotion Board, who shall decide on the panel's request, taking into account the interests of confidentiality. This decision of the Chairperson is not subject to appeal. The Chairperson of the panel shall determine which documents are to be transmitted to all members of the panel and the parties.

(m) In considering an appeal, the panel shall act with the maximum dispatch consistent with a fair review of the issues before it.

(n) Within one month of the date on which the consideration of an appeal has been completed, the panel shall, by majority vote, adopt and submit a report to the Secretary-General. The report shall be considered as constituting a record of the proceedings in the appeal and may include a summary of the matter as well as all recommendations that the panel considers appropriate. Votes on the recommendations shall be recorded and any member of the panel may have his or her dissenting opinion included in the report.

(o) The final decision on the appeal will normally be taken by the Secretary-General within one month after the panel has forwarded its report, and shall be communicated to the staff member, together with a copy of the panel's report. The Secretary-General's decision and a copy of the panel's report shall also be transmitted to a designated officer of the staff representative body or bodies at the duty station at which the Joint Appeals Board is established, unless the staff member objects.

(p) To enable staff members to exercise their right to make application to the Administrative Tribunal under article 7, paragraphs 2 (b) and (c), of its statute, the Secretary of the Joint Appeals Board concerned shall, at the request of the staff member, communicate to him or her the report of the panel, if the Secretary-General has not made a decision upon the report within a period of one month after the date on which the report was submitted to him.